

Gender Pay Gap Statement

Assessment of data analysis for the period to 5 April 2021 and submitted to Government Equalities Office March 2022

The Automation Partnership (Cambridge) Ltd (TAP) (part of the Sartorius Group) are fully compliant with all relevant legislation and wholly committed in our duty to report our Gender Pay Gap findings for the year end 2021.

As outlined by the Government, the Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce.

From 2017, employers who have 250 or more employees on a snapshot date each year must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from the specific date each year. The directive is to include the snapshot date of 5th April 2021, we have therefore analysed our March monthly payroll data.

At TAP we aim to be an employer of choice; we want to attract and retain talent. We embrace diversity and promote equality and inclusion in the workplace. With continued growth, it is vital to our success that each and every individual is valued and that their contribution is recognised.

The above philosophy is summarised by the Sartorius Group CEO:

*'At Sartorius, diversity is not about statistics. It's about culture.
We foster diversity because it ultimately teaches us to be more open.
And we consider openness as a key prerequisite for success.'*

Joachim Kreuzburg, CEO

Results Analysis

TAP (part of the Sartorius Group) is based near Cambridge UK, we specialize in the design and manufacture of automated cell culture and fermentation systems for the bio-pharma, regenerative medicine and industrial biotechnology sectors.

Our Gender Pay Gap analysis reflects that there are a much lower number of females that occupy technical and scientific roles within the organisation, just 14%. Also, a lower percentage occupy management and senior management level roles.

A large number of our manufacturing and production roles are held by males. We want to encourage females into STEM, and continue to invest in apprenticeships and intern schemes. We actively support and encourage local schools by hosting events such as Children Challenging Industry.

With business growth and organisational changes, we continue to encourage development opportunities both domestically and internationally to enable females to progress into leadership positions.

We offer a competitive benefits package with a flexible and open approach to work. To this end we are currently reevaluating our family leave policies.

We are committed to raising awareness around diversity and inclusion within the workplace.

We provide continuous learning and training throughout the business, with a high level of engagement from senior management, taking a top-down approach.

For further details and analysis, please follow the link below.

Scott Fegan

Scott Fegan
Managing Director TAP